



# Equity Diversity and Inclusion Policy

## Purpose

Equity, diversity and inclusion are considered essential to the continued success of UNSW. UNSW values diversity of thought and experience and believes that an inclusive and collaborative culture underpins research and teaching excellence, and facilitates a positive student and staff experience. Equity in regard to representation of Gender, socio-economic status, Indigenous Australians, Cultural Diversity, Sexual Orientation and Disability are essential to a just UNSW community and a broader just society.

The equity, diversity and inclusion principles stated in this policy aim to:

i) Bring about the stated vision for “Theme C1: Equity Diversity and Inclusion” in UNSW’s updated 2025 Strategy, namely:

- Aspire to be recognised as an international exemplar in equity, diversity and inclusion;
- Provide outstanding support and development opportunities for all who work and study at UNSW as well as promoting these values in our external interactions;
- Our student and staff profiles to reflect the demographics of our society; and
- Celebrate and respect Indigenous knowledge.

ii) Support the initiatives of 2025 Strategy which are:

1. A Staff Equity Program;
2. A Student Equity Program;
3. A Disability Inclusion Action Plan;
4. An Indigenous Program; and
5. Equity, diversity and inclusion champions.

## Scope

UNSW staff, students and affiliates.

## 1. Introduction

The University is committed to the principles of equity, diversity and inclusion in education, employment, and research.

This commitment was reaffirmed in the [UNSW 2025 Strategy update](#), under the “UNSW Values and Ethos”, and “Strategic Priority C: Social Impact, Theme 1: Equity, Diversity and Inclusion”.

Underpinning UNSW’s approach to equity, diversity and inclusion are:





- [Student Code of Conduct](#)
- [Student Complaint Procedure](#)

### **Superseded Documents**

Equity, Diversity and Inclusion Policy, v3.2

### **File Number**

2017/26567

### **Definitions & Acronyms**

- **Affiliate** means conjoint and visiting appointees; consultants and contractors; agency staff; emeriti; members



